A QUARTERLY NEWSLETTER FOR SASSETA STAKEHOLDERS

SAFETY plug

2ND EDITION • OCTOBER 2022

NEWS AND EVENTS

SASSETTA hosts beneficiaries of DG Grants

UPDATED LEARNER REGISTRATION FORMS

BENEFICIARIES STORIES

MY CULTURE, MY HERITAGE
SASSETTA CELEBRATES HERITAGE DAY

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SASSETA
SAFETY & SECURITY

NOTE FROM THE **CHIEF EXECUTIVE OFFICER**

Welcome to the second edition of the quarterly newsletter, the Safety Plug. This quarter was an eventful one for SASSETA where we finalised the audit for the 2021/2022 financial year. We have also launched strategic projects focusing on the Gender-Based Violence (Awareness and Prevention Programme) and Economic Stimulus Programme and held Stakeholder Engagement Sessions with the beneficiaries of our discretionary grant funding.

SASSETA has made good progress in the last quarter, but there are still challenges that face the SETA and lots of work to do. This year will be hard to predict, as economic uncertainty remains high, and households and businesses are under pressure as the cost of living is in unprecedented territory. We will continue to remain vigilant to the indicators, and we will act appropriately and decisively towards achieving our mandate. We have the right strategy and framework that will drive growth, differentiation, efficiency, consistency, and ultimately, superior future returns, and I am extremely confident in our future.

In addressing the challenges facing SASSETA, we continue to build and foster meaningful engagements to inspire stakeholder involvement. During this quarter we had stakeholder engagement sessions in Gauteng and Limpopo Province (with virtual connections for those in other parts of the country) where stakeholders were given the opportunity to voice their opinion.

We thank the stakeholders who attended the sessions and for bringing their expertise and experience around the table. The engagements were fruitful and constructive. We will continue to host these sessions to build collaborative partnerships in other parts of the country.

In keeping with Government's commitment to the nation to achieve accelerated job creation, I am pleased to announce that SASSETA launched an Economic Stimulus Programme in Rustenburg (North West Province) in August 2022. The programme will train **400** young people through an entrepreneurship skills program. **200** beneficiaries will be assisted to set up and register a new business, whilst a further **200** will be assisted to improve their existing security businesses that are not faring well. There will be a 3-month incubation period for all these businesses during which period they will be assisted to access markets. The beneficiaries will be drawn from KwaZulu-Natal, North West, Northern Cape, and Gauteng Provinces.

In the North West where the project was launched, the project targeted **50** unemployed youth and will empower the youth of Rustenburg with skills to start their own businesses and embark on the journey of entrepreneurship.

This project will address the youth unemployment challenge we are faced with, in South Africa by providing young entrepreneurs with the skills and support to register and grow their start-up businesses.

I was touched by some of the beneficiaries, who shared their story of being unemployed. The moment they shared their experiences about their daily living as an unemployed individual, the feeling of despair was tangible. They described unemployment using negative descriptions such as "a huge garbage heap filled with bad things". They said that it is difficult to function as a youth in an environment that requires them but does not give them the resources to fulfil those requirements.

Thamsanqa Mdontswa

Chief Executive Officer

Ms Mpho Majatladi: Marketing and Communications Manager

EDITOR'S NOTE

The 2nd quarter of this financial year has afforded us the pleasure of marking 2 special days on the South African calendar, Nelson Mandela Day and Heritage Day.

SASSETA colleagues made a collective effort to give to the Tawana Community NPO to honour the legacy of Nelson Mandela on July 18. The day is celebrated through volunteering and rendering community service.

We also marked Heritage Day, a day that all South Africans acknowledge to celebrate our cultural diversity.

The Safety Plug is produced by a team of colleagues dedicated to the craft. It is an honour to now introduce you to faces behind what makes The Safety Plug a great publication to edit.

Machebele Nsuku
Communications Practitioner

Tsholofelo Nyamathe
Marketing Officer

Ivy Masondo
Communications Administrator

Our dear stakeholder, we encourage you to share your thoughts and events so that we grow the newsletter together.

There is something unique and special about every culture which makes it stand out. Let us preserve it together

~ NELSON MANDELA ~

MY CULTURE, MY HERITAGE: SASSETA CELEBRATES HERITAGE DAY IN STYLE!

BY NSUKU MACHEBELE

On September 24, South Africa celebrates Heritage Day. The day recognises and honours South Africa's cultural diversity.

SASSETA celebrated Heritage Day on Friday, 23 September 2022, by honouring our cultural diversity by dressing up in traditional attire.

This was indeed a special moment as it had been two years since SASSETA properly celebrated Heritage Day. The COVID-19 pandemic made it difficult for the organisation to celebrate the day due to certain restrictions.

The main aim of the celebration is to protect and uphold South African cultures, accepting people of all racial and gender identities, thus fostering unity amongst employees. As per the usual SASSETA tradition, employees went all out to represent their different cultures and traditions.

It was an atmosphere of harmony, learning, and more understanding of other cultures. The SASSETA CEO expressed gratitude to all staff members for going all out to honour the South African heritage and reiterated the need for tolerance and acceptance of all cultures and beliefs.

As part of the celebrations, the SASSETA choir mesmerised the crowd with sweet traditional melodies and amusing cultural dance moves were the order of the day.

Chobedi Maphapho couldn't hold her excitement; Heritage Day to her means more than just dressing up in traditional attire but also learning about other people's cultures. "It is a day that reminds us not only to embrace each other's differences but to explore and experience a culture or tradition that is different from what we know", she says.

A huge thank you to all who participated and made the day a memorable one. ■

Click here to view SASSETA employees in their traditional regalia.

Careers and Growth

Increasing Learner's Career Readiness Through Career Guidance

"Opportunities don't happen, you create them." – Chris Grosser

BY TSHOLOFELO NYAMATHE

As part of the ongoing work of the SASSETA to raise awareness regarding the available study opportunities, funding for learners, and providing career guidance, the SASSETA career guidance team attended the career expo at Eldorado Sports Centre at Senwabarwana (Limpopo Province) on 22 July 2022.

The aim of the event was to highlight and focus on the challenges that are facing the youth of today. The event targeted grade 12 learners and unemployed youth from Blouberg Local Municipality. Various Seta's were involved to participate and provided learners with career development information.

The SASSETA team encouraged the learners to study further when they complete their matric and urged them to make informed decisions whenever choices are open to them, to understand enough about the world of work, and to know what skills they need to succeed on. At SASSETA we know that skills development helps the youth deal with life's challenges, and it allows them to increase their confidence, self-esteem, and determination in new situations.

Sasseta Continues To Roll Out Career Guidance Initiatives In Rural Communities

BY NSUKU MACHEBELE

The SASSETA career guidance team visited Ngwayibanjwa Senior Secondary School in Mthatha, Eastern Cape on Friday, 06 August 2022 to offer career-related opportunities to learners.

This is part of the SETA's commitment to providing comprehensive career guidance to learners in rural communities. The team interacted with Grade 11 and 12 science classes and promoted careers available in the safety and security sector.

The main aim of the visits is to assist learners to identify and explore career options and make informed decisions about which career path to pursue.

From the interaction with the learners, it was evident that most of the learners have very little or no knowledge at all about what to do post-matric. SASSETA's intervention managed to bridge the information gap and provide information on various funding opportunities available.

Both learners and teachers applauded SASSETA for the effort it has taken to ensure that the community and the school, in particular, are equipped with career information that they believe will help improve the school's matric results this year. ■

FOLLOW US

SASSETA continues to provide career guidance and counselling across the country, with a focus on rural communities. Kindly follow our social media platforms for more information relating to career opportunities and events.

@sasseta1

SASSETA SETA

Sasseta - Safety and Security SETA

News and Events

Gender-Based Violence: Awareness & Prevention Programmes

SASSETA has initiated projects to address Gender-Based Violence. These projects will see over 800 people receiving training in matters pertaining to gender-based violence throughout the country.

SASSETA joins hands with **TRADITIONAL LEADERS AND COUNCILLORS** to fight Gender-Based Violence

By Nsuku Machebele

ON THE 14TH OF SEPTEMBER 2022, SASSETA, in partnership with DC Academy, launched a Gender-Based Violence awareness and prevention programme in Vhembe District Municipality, Limpopo.

The main objective of the training intervention is to prevent gender-based violence crimes and to assist victims of GBV through psychological services.

The Thohoyandou policing area is rated number four in terms of rape cases in South Africa, as per South African Police Services (SAPS) crime statistics, and this intervention is meant to help reduce the reported high number of rape cases in the Thohoyandou policing area as well as the Vhembe district.

The intervention identified traditional leaders and ward councillors in the Vhembe district (Makhado, Collins Chabane, Thulamela, and Musina Local Municipalities) as role players in the fight against GBV in the district. SASSETA CEO, Mr Thamsanqa Mdontswa explains; “We have designed the intervention such that we target traditional leaders, councillors and community development practitioners in order for them to use the information in their leadership which we believe will help reduce the number of GBV incidents in the Vhembe district”.

Among the dignitaries who graced the event were the Deputy Minister in the Presidency responsible for monitoring and evaluation, Honourable Pinky Kekana and the SASSETA board chairperson, Mr. Chris Mudau.

DC Academy Managing Director, Azwidalingani Matodzi expressed gratitude to SASSETA for identifying the Vhembe district as one of the deserving areas for GBV training programmes. She thanked traditional leaders and councillors for participating in the training intervention as well as outlining why DC Academy chose GBV training for the district.

"The fact that Thohoyandou Police Station has recorded the fourth (4th) highest number of rape cases in South Africa motivated us to take a stand against GBV in the form of a training programme. This intervention will significantly reduce the reported high number of women abused in the province and efficiently assist victims in reintegrating into their communities," she says.

DC Academy (Pty) Ltd is an accredited training provider with various SETAs, committed to empowering, through training and awareness.

TACKLING VIOLENCE AGAINST WOMEN- SASSETA LENDS A HAND

BY IVY MASONDO

SASSETA, in partnership with Kalideen Management Services (KMS), launched a Gender-Based Violence awareness training programme on August 31, 2022, in Umlazi, KwaZulu-Natal.

The main aim of the training intervention is to create awareness on how to prevent, intervene, and share solutions to reduce the scourge of GBV and femicide, leading to the elimination of GBV in schools, communities, workplaces, and all other living spaces.

KMS will conduct a non-pivotal training intervention, which will take place in the form of a workshop aimed at creating awareness about and preventing GBV. This is in response to the government's commitment to fighting the scourge of GBV. 200 beneficiaries will be trained in the following areas:

- **KZN (Nongoma, Mandeni, Kwa Dukuza, Ugu District)**
- **Eastern Cape (East London)**

GBV events in South Africa are depicted in a grim light by Statistics South Africa. Over 50% of assaults on women are committed by someone extremely close to them.

Ms. Juwayria Amod, Executive Manager: Learning Programmes shares the sentiment. "Research has shown that one out of every three women worldwide has experienced physical or sexual abuse at the hands of their intimate partner and that 38% of women die at the hands of their partners. Furthermore, 45% of adolescent girls and women claimed that their first sexual encounters were coerced. These are shocking statistics indeed," she says.

At the height of the COVID-19 pandemic, South Africa saw a sharp increase in GBV cases. As lockdown restrictions were eased, the numbers dropped significantly. This, however, does not call for a celebration as this may be due to the opening of economic activities. More still needs to be done to eradicate this pandemic.

Mr. Nkosi, who is a school principal in the area, indicated the importance of including men in activities aimed at eradicating GBV. "It is concerning that women are always on the receiving end of violence; there should be GBV seminars for men as well because of a lack of knowledge in this area; some men are unaware that what they do impacts women. "Take a girl child to work" should be expanded to include "Take a boy child to work" from an early age, so that when they grow up, they can be men who do not encourage GBV," he says.

SASSETA
POLICING
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SAFETY & SECURITY

SASSETA INTENSIFIES THE **FIGHT AGAINST GBV**

BY NSUKU MACHEBELE

The Safety and Security, Sector Education & Training Authority (SASSETA) in partnership with the Business Development Centre of Excellence (BDCE) launched a GBV awareness Programme on Wednesday the **28 September 2022** in Cape Town. The project will be implemented by BDCE across four (4) provinces namely Eastern Cape, Northern Cape, North-West and Mpumalanga.

This two-fold project aims to create GBV awareness and safeguard communities in more than 45 municipal areas across South Africa against GBV, while also equipping facilitators with entrepreneurial skills and knowledge to kickstart their own businesses and thus reduce vulnerability caused by poverty.

In her address, Lynn Kruger, CEO BDCE expressed gratitude to SASSETA for the opportunity and indicated that this intervention will not only help fight GBV, but also contribute to eliminating poverty by providing survivors with entrepreneurship skills. ***"We are proud to be part of this ground-breaking initiative. This partnership is going to create a network of facilitators who will go out and train each and every individual who plays an important role in their communities to go out and offer training in these communities."***, she says.

The facilitators will also undergo the New Venture Creation training or Entrepreneurship which provides them with the opportunity to start their own businesses and manage their own finances. The New Venture Creation section of the course will be teaching students how to formulate a business plan, and product identification.

`The training will be done by means of the SETA-approved mobile application (SONKE App) and free data will be provided to the facilitators/students during their twelve-month training.

SONKE is a mobile app developed by BDCE and DigiCentral that trains entrepreneurs to start their own businesses and manage their own finances. The app also serves as a workplace and makes it possible to mentor an unlimited number of learners anywhere, anytime.

Present at the launch was SASSETA CEO, Mr Thamsanqa Mdontswa, who in his address outlined SASSETAs intervention with regards to the fight against GBV. "In the current year we are implementing **3 GBV Prevention and Awareness Programmes.** These projects will see over 2000 unemployed youth receiving training in matters pertaining to gender-based violence. In addition, certain identified survivors of gender-based violence will receive the required medical and psychological support to get them on their feet again" says Mr Mdontswa.

He concluded his address by encouraging Men to take responsibility for making South Africa unsafe for women, children and the LGBTI+ community. "Men must unlearn toxic masculinity. Men must stop being complicit to the system that promotes GBV, rape and other atrocious crimes. Silence is no longer an option. We need to reconsider how boys are raised. Some are poisoned from a young age into a problematic mindset that teaches them that a woman's job is to attend to the needs of men," he says.

The Gender-based violence launch was one of the three projects launched this financial year. ■

SASSETA HOSTS BENEFICIARIES OF **DISCRETIONARY GRANTS**

BY NSUKU MACHEBELE

On the **2nd and 3rd of August 2022,** the SASSETA Learning Programme Department hosted a stakeholder engagement session in Gauteng and Limpopo respectively.

The main purpose of the workshops was to enhance our current relationship with beneficiaries of discretionary grants and better manage the current and future projects, with the aim of identifying and resolving challenges that beneficiaries and SASSETA are faced with during and after project implementation.

The sessions were a perfect platform for SASSETA to proactively consider the needs of the stakeholders as well as identify gaps that may have led to the poor provision of certain services.

Since the COVID-19 pandemic started two years ago, SASSETA has not met with stakeholders with regard to changes and procedures in place for project management and implementation. This has resulted in some level of miscommunication and mistrust.

Mr Mdontswa applauded all who attended these workshops and indicated that the continued success of the organisation is the result of the support and contributions from both SASSETA employees and stakeholders.

"We are grateful that you took your time to be with us here today. As always, your contribution will certainly help us improve the level of service delivery. Your constant support has played an important role in the continuous improvement of our organisation," says Mr Mdontswa.

Delegates expressed gratitude for a wonderful initiative by the SETA to engage and iron out issues of common interest, as well as committing to walk hand in hand to ensure proper execution of projects.

The following key elements were discussed during the workshops:

- Overview of Learning Programmes & Project Management
- Learner Registration Process and Templates
- Invoicing and Payment Process as well as;
- Areas of Improvement ■

We Are Ready!

OPEN UP THE ECONOMY FOR **EQUAL PARTICIPATION**

BY NSUKU MACHEBELE

Our nation celebrates Women's Month each August. We also honour the more than 20,000 women who protested the expansion of the Pass Laws to women by marching to the Union Buildings on August 9, 1956, a programme designed to further oppress women and turn them into helpless objects at the mercy of men.

66 years later, the struggle seems to have taken a turn for the worse. Women are not only fighting for an inclusive economy that recognises them as equal beings compared to men, but gender-based violence has also reached alarming levels and needs strong collaborative efforts from society, the government, and the private sector. This year's Women's Month was celebrated under the theme: "Women's Socio-Economic Rights and Empowerment: Building Back Better for Women's Improved Resilience".

SASSETA women are standing together, joining hands to say NO to GBV.

HAPPY WOMEN'S DAY

"SASSETA women are standing together, joining hands to say NO to GBV.
As a woman, I am empowered by the courage demonstrated by women in all walks of life. Every day we interact with women both young and old that have overcome diversity and still find the courage to work hard and do their best to create a meaningful life for their families."

Naledi Molelekoa
SASSETA Call Centre consultant

"Everyone has the right to bodily and psychological integrity, which includes the right to make decisions concerning reproduction, and the right to security in control over their body."

Brenda Letoaba
Supervisor: Learner Registrations

"Celebrating Women's Month reminds us of our skills, hardships, sacrifices, and unity within our communities and workspaces."

Ms Lydia Machabane
Manager ETQA

"The road to gender equality remains long and ever-shifting; particularly when it comes to the way gender intersects with race, class, and sexuality."

Simphiwe Nxumalo
Personal Assistant to CEO

SASSETA Sets A New Pace

BY TSHOLOFELO NYAMATHE

SASSETA launched the Economic Stimulus Programme in Rustenburg (North West Province) in August 2022. The project targets 50 unemployed learners and will empower the unemployed youth from the rural areas in Rustenburg. The project will assist the beneficiaries to register businesses with CIPC, SARS, and Market Access through procurement portals, and access to Government Incentives and mentorship programmes. The beneficiaries will also be offered skills programme training on New Venture Creation & Cyber Security (NQF level 2).

"You have just embarked on a journey as a small business owner. With the help of your mentors, we know that you will make it through the end of the programme. An entrepreneur creates a vision, articulates the vision, passionately owns the vision, and relentlessly drives it to completion. I, therefore, encourage you to work hard during this training," said SASSETA CEO, in his keynote address.

Speaking to the audience, Resego Thubisi (one of the beneficiaries) said: "Words cannot express my sincere appreciation to you for your assistance in providing us with this privilege and giving us this liberty. Your kindness and generosity will remain with us forever. I would like to thank SASSETA for the opportunity they gave us – rest assured we will not misuse this opportunity".

"An event like this cannot happen overnight. The wheels started rolling weeks ago. It requires planning and a bird's eye for details. As SASSETA Board, we are fortunate to be backed by a team of very proactive and dedicated staff who are well versed in their job," said SASSETA Board member, Eric Tshilambavhumwa. He further relayed a hearty vote of thanks to SASSETA for addressing the issues of unemployment by initiating projects like Economic Stimulus. ■

SASSETA WELLNESS DAY

SASSETA hosted its first annual Wellness Day post-Covid-19 pandemic. The event was held on 26 August 2022 at the SASSETA offices. The event was intended to boost staff morale and improve the well-being of employees.

The event was graced by the presence of the health services service provider, financial advisers, and utility service providers. By encouraging participation for the day, Human Resources department ran a competition for the employees.

Molatelo Sehowa from Learning Programmes department, Tefo Monotoe from the Monitoring, Evaluation, and Reporting department, and Shammah Motlhabi from the Learning Programmes department won some goodies supplied by the service providers for participating during the event.

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NELSON MANDELA INTERNATIONAL DAY:

SASSETA Put Smiles on the Faces of Orphans At Tawana Community NPO

BY NSUKU MACHEBELE

Nelson Mandela International Day is celebrated each year on the 18th of July on our late President, Nelson Mandela's birthday. The day was officially declared by the United Nations in November 2009 and celebrated its thirteenth year in 2022.

On this day, people around the world are encouraged to give 67 minutes of their time to contribute to something bigger than themselves.

SASSETA staff spent their 67 minutes at Tawana Community NPO, an identified children's home in Kempton Park, Gauteng. This Tembisa-based institution has been operating since 2016. It all started as a community-wide kitchen soup, which has now grown into a children's home.

The home collaborates closely with social workers who bring abandoned children, some of whom are HIV positive. With no stable source of income, Tawana Community NPO runs a crèche on the premises to help fund some of the basic needs as they rely mostly on donations.

Tawana derives its income or voluntary assistance from good Samaritans who see and appreciate the wonderful work it does for homeless children.

The centre caters for children from the ages of 0 to 12 years, some of whom are new-borns and abandoned children. These kids currently reside at the home and need a lot of basic items such as clothing and food.

SASSETA donated food, clothing, toys, gas stoves, personal care items, such as nappies, Vaseline, bath soaps, and electricity, among other items.

Ms. Sylvia Mofekeng, who runs the NPO expressed gratitude for the gesture, "Your support has been of great motivation to help us move towards our goal of building a better and happier future for our children. Once again, thank you for your generous donations. We really appreciate them and the love you gave to our children. May God bless every single one of you abundantly," she said.

She went on to indicate that their mission is not only to provide food and shelter but also to engage in adoption advocacy. The home has saved a lot of children who found themselves vulnerable and exploited by paedophiles and extended family members in some instances.

Tawana Community NPO is a registered entity, which does not receive any funding from the government. If you would like to make a donation, kindly visit their website for further details.

MESSAGE FROM TAWANA COMMUNITY CHILDREN'S HOME

thank you
On behalf of Tawana Community Children's Home would like to express our deepest gratitude for your selfless donations and gifts that you have given to our children here at our orphanage. You really made them feel special and loved. We are very thankful to your company for always being there and taking care of our children. You always keep is in your hearts and ensure that our children are well taken care off. We really appreciate the donations and the catering for the day. The children really loved the food as it was divine.
No words can describe the amount of thanks and gratitude we feel towards you. You have truly been a blessing to this orphanage.

www.tawanacommunitynpo.com info@tawanacommunitynpo.com 011 391 7270 33 Koorsboom Ave, Glen Marais, Kempton Park, 1619

Sasseta Beneficiaries' Stories

The SASSETA Research department is capacitated by the SASSETA bursary beneficiaries. SASSETA bursary was a helping tool to success for Bongani and Nokukhanya.

BY NSUKU MACHEBELE

** The SASSETA bursary scheme aims to increase the availability of skilled human capital directly related to the activities of the safety and security sector, as well as to bridge the gap between learners who do not qualify for financial aid assistance because they come from working-class households but cannot afford tertiary education.*

SASSETA BURSARY RECIPIENT EMERGES AS JUNIOR RESEARCHER

BY NSUKU MACHEBELE

Nokukhanya Neptune Mbonambi is a SASSETA bursary recipient who was recently appointed as a Junior Researcher and assumed her role on 01 July 2022.

Born in Kwa-Mashu and later relocating to Newlands West in Durban, Nokukhanya matriculated in 2010 at Hillview Secondary School and later enrolled for a Bachelor of Arts degree in Criminology and Psychology at the University of South Africa.

After struggling with funding for her post-graduate studies, Nokukhanya applied for a SASSETA bursary in 2015 and subsequently received funding for her Honours degree in Criminology and Forensic Studies.

She equates her academic success to the opportunity that SASSETA offered her and expresses gratitude for the gesture. The bursary lifted the funding constraint, which could have derailed her from achieving her goals.

"SASSETA awarded me a bursary to complete my Honours degree in Criminology and Forensic Studies in 2016. This gave me financial and emotional freedom, allowing me to focus on my studies. The bursary fully paid for my tuition, books, and accommodation throughout the academic year, which was a great relief as it alleviated financial constraints on my family," she says.

Nokukhanya has aspirations of becoming a Senior Researcher and Doctor before the age of 30 and is thankful to SASSETA for making things easy for her by funding one of her biggest dreams of obtaining a doctorate.

Through the SASSETA learning programmes, she was placed at the Department of Correctional Services for experiential work, which later opened doors for her. "This work experience opened other doors for me as I was appointed at the Judicial Inspectorate for Correctional Services (JICS) and as an Independent Correctional Centre Visitor shortly after I had completed my Master's degree in Criminology and Forensics Studies, all thanks to SASSETA" she says.

In parting, Nokukhanya encourages other students or graduates to work hard and be disciplined in order to achieve their goals. "Discipline is very important to pass through the hardships at school. You need to start being disciplined in the early grades of school to allow yourself to be a successful student in University/ College. It will be difficult to learn discipline at the tertiary level, if you want to succeed, learn it now".

Nokukhanya is currently studying towards a Doctoral degree in Criminology and Forensic Studies at the University of Kwa-Zulu Natal which is also funded by SASSETA.

BONGANI RISES ABOVE UNPLEASANT CIRCUMSTANCES

Raised by a single parent after his father passed away when he was only 10 years old, Bongani Zikhali didn't let that stop him from pursuing his dreams of going to school. All he had at this time was support from his mother and the community in which he lived.

"With a little support from my family and high school classmates, I managed to pass matric with flying colours and got accepted at the University of KwaZulu-Natal (UKZN) for Environmental Sciences under the College of Agricultural Engineering and Sciences. I struggled with computerised varsity systems as well as keeping up with other students who came from well-resourced schools because the environment was not new to them," he says.

After realising that he had made a wrong career choice, Bongani enrolled for a qualification in Criminology and Forensic Studies which he completed in record time. However, he experienced financial difficulties when he was doing his honours degree.

"This is where I heard about SASSETA. I applied for a bursary and got funding from SASSETA; they paid my fees, and I was able to continue to do Post Diploma Forensic Investigation under the Law Department," says Bongani.

Bongani is not only a SASSETA Bursary recipient but was fortunate enough to also get an internship at the very institution that helped fund his education. His hard work, dedication, and commitment saw him rise through the ranks to become a Junior Researcher, a position he held since the 1st of July 2022.

He is currently doing his Master's in Criminal Law and Criminal Procedures at the University of South Africa.■

LOOKING FORWARD TO A BRIGHTER SASSETA

BY TSHOLOFELO NYAMATHE

Government Departments and Public Entities are required to develop five-year Strategic Plans and Annual Performance Plans in line with the Medium-Term Strategic Framework as directed by the Department of Planning, Monitoring and Evaluation (DPME) Revised Framework for Strategic Plans and Annual Performance Plans. The emphasis of the Revised Framework is to institutionalise planning to better enable the delivery of policies.

SASSETA convened its Management Planning Session on 01 and 02 September 2022 to give the Management Team an opportunity to review the Strategy 2019-2024 and to develop the Annual Performance Plan for 2023/24 financial year to address skills challenges in the safety and security sector of the economy and country in general.

During his opening remarks, the Chief Executive Officer, Thamsanqa Mdontswa stated that the purpose of the session was to review the SASSETA operational environment and plan for the two (2) and a half year of the remaining term of the current Board in order to maximise the efficiency, effectiveness, and impact of the SETA, with a particular focus on the 2023/2024 financial year.

Mdontswa reminded the Management team that South Africa remains challenged by low economic growth, high levels of unemployment – especially of the youth, growing inequalities, high levels of poverty, a rising cost of living, rising crime levels, and many other challenges. The unemployment rate was at 33.9%, and the informal rate at 44 %, at the end of the second quarter of 2022. Even more worrying is that youth unemployment was at 46%, and 4.8 million young people were not in employment education or training.

Mdontswa mentioned that the planning session would be guided by the Sector Skills Plan for 2023/24 and would agree on skills development interventions to be implemented during the 2022/23 financial year. These would include those interventions to support the Economic Reconstruction and Recovery Plan Skills Strategy and support and strengthen the District Development Model; other national skills priorities announced by the President of the Republic of South Africa and of the Minister of Higher Education, Science, and Innovation; and those identified by employers, organised labour, and society at large.

SASSETA has been doing well in terms of delivering against its targets and met 100% of its targets and obtained a clean audit in the 2021/22 financial year. The challenge for the SETA going forward is to deliver against the targets whilst making more impact and adding more value to the safety and security sector. “The impact and value add has to be our new obsession”, said Mdontswa.

Work is being done to improve revenue collection, through the revenue enhancement strategy. The SETA is also intensifying these efforts by looking at the Inter-Seta transfers.

The CEO also highlighted to the Management Team that "SASSETA needs to focus on the soft elements such as values; skills, capabilities, and competencies of our staff; and our own styles of leadership. We need to determine whether the shared values are consistent with our strategy, our structure, and our systems. We need to ensure that strategy, structure, and systems support each other, and where changes must be made, we must be bold enough to make those changes. And finally, we need to ask ourselves whether the soft elements support the hard elements, and where changes must be made, we equally be bold enough to make those changes."

He added that "the role of Managers as the leaders in the organisation is to take care of the people around us. We must commit ourselves to seeing that the people we work with on a daily basis love coming to work; they feel that someone has got their back; they feel supported; they feel someone cares for them as human beings; listens to them; knows their stories and allow them to be themselves. If we can all do this and get those that look up to us to do the same, we will transform the organisation and society for the better".

SASSETA is transforming its business operations, creating a new business model on the backbone of technology, as part of a broader digital transformation agenda. Over the next few years, the SETA will progressively be investing in technology to ease the way it delivers on its mandate.

The two-day management planning session was characterised by robust discussions and the Management Team is presently consolidating inputs into the first draft of the 2022 review of the Strategic Plan, and the 2023/2024 Annual Performance Plan that was submitted to the Department of Higher Education and Training.■

SASSETA New Employees

Welcome to SASSETA

Welcome to the team! SASSETA is growing and changing every day and we are thrilled to welcome these team members on board.

KGOMOTSO MAFORA

Kgomotso commenced his duties as the Supply Chain Officer in SASSETA in August 2022. He is an experienced procurement and sourcing professional with over 5 years of experience in both the public and private sectors.
Kgomotso holds a National Diploma in Logistics Management, Btech Logistics Management, and Diploma in Procurement and Supply.

By Tsholofelo Nyamathe

MABOLANE MANKGA

Mabolane Mankga was born in Limpopo (Mamotiane Village) and assumed duties as a Supply Chain Specialist on 1 September 2022. His career began as an intern at Charlotte Maxeke Hospital in 2012 and eventually became a Supply Chain Practitioner at the Department of Health thereafter.

Mabolane has wide experience in the SETA environment. He has worked in the Supply Chain departments at both MICT SETA, and FoodBev SETA. He holds a National Diploma in Accounting from the Tshwane University of Technology, a CIPS Diploma in Procurement and Supply Chain, and a Supply Chain Degree from the University of South Africa.

By Ivy Masondo

Congratulations on Your PROMOTION

Your brilliance and hard work have shown the results. We hope you feel proud and confident in your ability to rise to your next challenge. Congratulations and enjoy every moment of your new role!

Brenda Ncube:
Monitoring, Evaluation and Reporting Practitioner

Zanele Molefe:
Grants and Projects Data Capturer

IMPORTANT DATES FOR OCTOBER, NOVEMBER, AND DECEMBER

Due Date For Submission of Skills Development Provider Accreditation Applications For The 2022/2023 Financial Year

Kindly note the following dates or time frames regarding the submission of your Skills Development Provider applications. Kindly ensure that all required documents have been enclosed in your applications, failure to submit all required documents will result in your accreditation application being returned and not being processed any further.

Below please view the quarterly cut-off dates of all applications in the different accreditation categories:

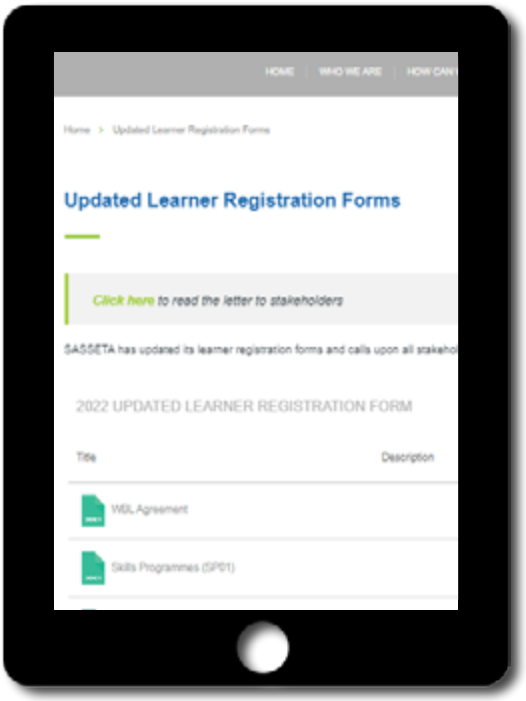
Tentative ETQA Committee Meeting: December 2022	Cut-off dates for submission of applications
• Applications for SDP Accreditation • Applications for Programme Approval • Applications for Extension of Scope • Applications for Secondary Providers Approval Application for E-Learning	31 October 2022
Tentative ETQA Committee Meeting: March 2023	
• Applications for SDP Accreditation • Applications for Programme Approval • Applications for Extension of Scope • Applications for Secondary Providers Approval • Application for E-Learning	03 February 2023

For any issues of clarity please contact the following ETQA Personnel.

ETQA Members	Contact
Annalene Bezuidenhout	abezuidenhout@sasseta.org.za
Mmasello Makgalemele	mmakgalemele@sasseta.org.za
Tel: 011 087 5500	

UPDATED LEARNER **REGISTRATION FORMS**

(SP01, QA01, and WBL agreement)



SASSETA updated learner registration forms and request all stakeholders to familiarise themselves with the forms. These learner registration forms are to be downloaded and completed by learners when enrolling in programmes.

All registration forms should be submitted to the SASSETA offices within 30 days from the date the programme started.

For any clarification, please do not hesitate to send your queries to the following email address: **registrations@sasseta.org.za**

The new forms are effective from **1 August 2022.** Click here to view the forms *(https://www.sasseta.org.za/updated-learner-registration-forms/)*

Please subscribe to our newsletter and **receive accurate SASSETA updates timeously!**

If you would like to be part of our stakeholder database, kindly subscribe to our email communications platform to receive SASSETA updates.

To ensure that we have your correct contact details, please complete and submit this form. It should not take more than a few minutes and will help us to send you news and alerts using your correct details.

Click here to subscribe (link)

Please note that we are also available on Twitter, Facebook, YouTube, and LinkedIn. Kindly click on the icons below to follow us.

TALK TO **US!**

Effective communication is always a two-way street. We need to hear from you to make sure that we are covering important events in our sector and giving you, our readers, what you want to see in the newsletter. Please let us know if something has happened in your sphere of operation that would be of interest to our readers, or if there is something in this magazine you would like to comment on.

Send your contributions, comments, news, and views to enewsletter@sasseta.org.za. The contributions will be featured in the next edition.

We look forward to hearing from you!

REPORT ANY FOUL PLAY AT SASSETA

If you have any information about fraudulent activities that are taking place at SASSETA, you can report that information and remain anonymous. Our fraud hotline number is **0800 20 41 43.**

CONTACT **DETAILS**

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NEWCASTLE OFFICE

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SAFETY *plug*

SASSETA
SAFETY & SECURITY